

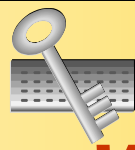


PSD/PSA Conference



DK/PN Rating Review Working Group

***Ready. Resourceful.
Responsive!***



Working Group Mission

“During the next several years, we will be witnessing a high rate of technology insertion, implementation of Navy Cash™ and major shifts in work skills of our Sailors. We need to “rebaseline” our requirements for DK/PN support both afloat and ashore.....make recommendations for appropriate manning levels.”

J. D. McCarthy
RADM, SC, USN

Working Group Members:
NAVSUP, ASN (FM&C) FMO, DFAS, OPNAV
N13/N41/N46/N79,
CFEC N1/N41, PERS, CNET, NAVMAC



Vision



Vision:

- ✧ Pay And Personnel Ashore with Customer Service Storefront Afloat
- ✧ Efficiently staffed Customer Service Storefront Afloat (DK/PN)
- ✧ Improved customer service through consistency ashore
- ✧ Navy pay administration migrates to Service Provider/DFAS
- ✧ Navy retains policy, entitlements and billets to support SSR

Enablers:

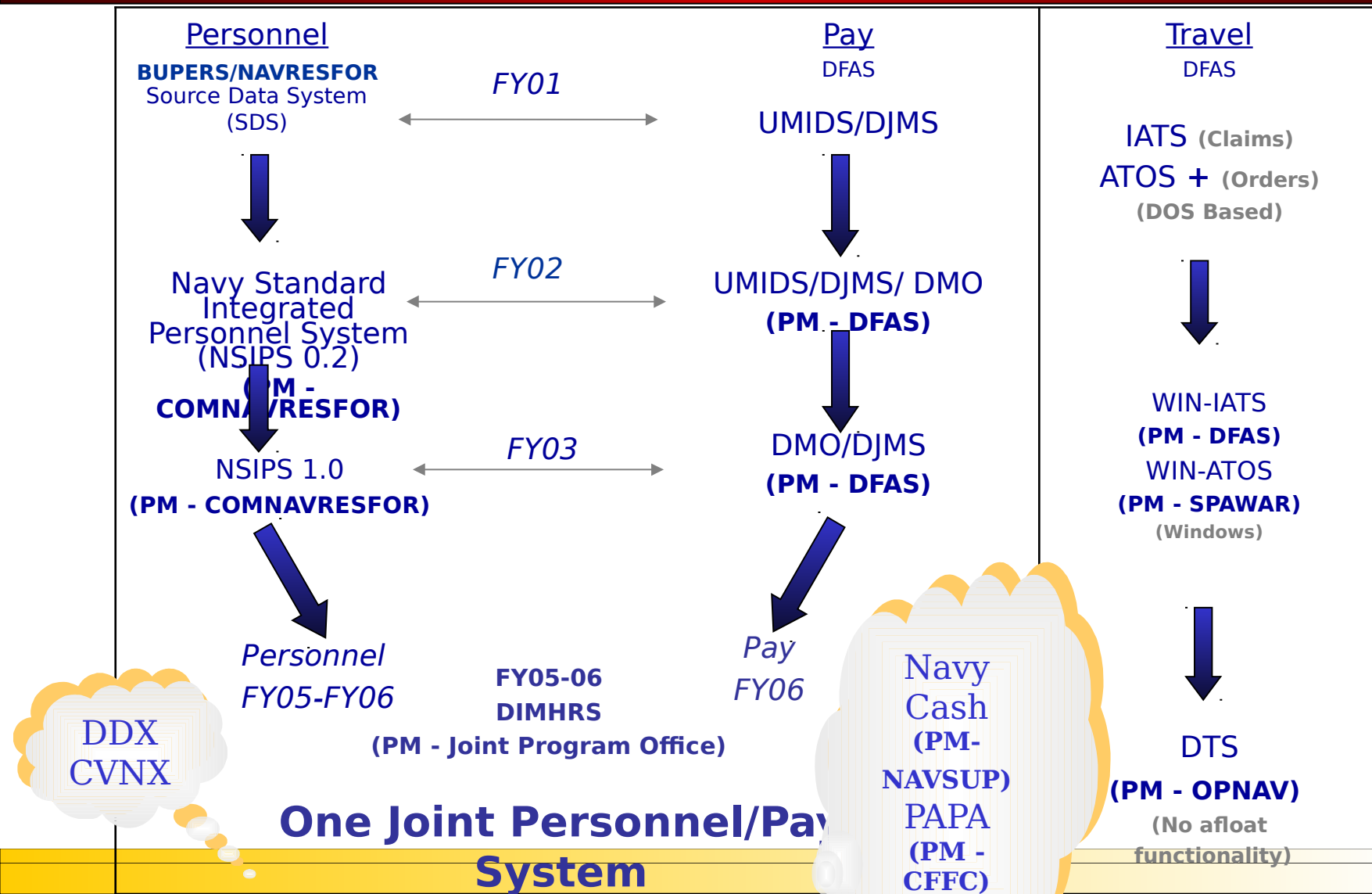
- ✧ Move workload ashore..Pay And Personnel Ashore (PAPA)
- ✧ Leverage technology...to reduce DK/PN requirement while enhancing capabilities, productivity and effectiveness...DIMHRS / NSIPS / IT 21

Results:

- ✧ Merge DK/PN Ratings
- ✧ Reduction from current requirement



Systems Progression and Program Managers (PM)





Drivers Workload Ashore



◆ NSIPS - FY03

- ◆ 10% estimated workload transfer ashore...3% DK's / 7% PN's

◆ Navy Cash™ - FY03

- ◆ Cash handling tasks eliminated..BCA in progress
- ◆ Affects SH/DK/PC...other cash handling ratings

◆ Pay And Personnel Ashore (PAPA) - FY05-08

- ◆ Minimally Manned Customer Service Storefront Afloat
- ◆ 50% DKs / 80% PNs Afloat moved Ashore
- ◆ FY09 Afloat requirement reduced accordingly

PM's accountable for published system roll out schedules



Transition Plan Reduce Rating



Footprint

FY02 Submit Merger Proposal NEOCS Board

FY03 NAVMAC Study NSIPS Afloat / Joint DIMHRS BCA

FY04 Rating Merger Complete

FY05 - 08 Move Workload Ashore (PAPA)

FY05+ ...Reduce DK/PN Recruiting

FY07 DIMHRS NAVMAC Study

**FY10+... Attrite Excess Shore Billets/
Replace w/Civilians FY12+**

**FY10+ Continually Adjust Recruiting
Models...Future Ships**

**FY12 Navy Pay admin migrates to Service
Provider**



Recommendations to ESC



- ◆ **Merge the DK/PN Ratings**
- ◆ **Deploy Pay And Personnel Ashore (PAPA) & Electronic Service Record (ESR)**
- ◆ **DIMHRS...after BCA complete, re-compute projected requirements**
- ◆ **Engage NAVMAC...FY03 NSIPS, FY06 PAPA, FY07 DIMHRS to validate workload reduction estimates**
- ◆ **Evaluate potential merger and/or functional transfers to other ratings YN as business processes develop**